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ABSTRACT

This document, which is based on data gathered during a September 1994 mail survey of 215,284 South African graduates that elicited a total response rate of 18.3%, details the remuneration of graduates (as of July 1, 1994) in the following occupational categories: medical professions; dental professions; veterinary professions; pharmaceutical professions; supplementary medical occupations; nursing occupations; and health services occupations. Presented first are brief descriptions of the survey group; survey questionnaire, procedures used to analyze/present the data, and nature/scope of data reported under the various table headings. The nine tables constituting the remainder of the document present data on the following: median income of graduates working full time according to employer sector/occupation (overall and by gender), occupation/region/employer sector, occupation/post level/employer sector, occupation/work experience/employer sector, and occupation/working hours/employer sector; median income of full-time employees and self-employed persons according to occupation/economic sector; comparison of the income of men and women working full time according to occupation/work experience; and median income of graduates working full time according to occupation/work experience/population group/employer sector and field and level of study and employer sector. Included in the document are English and Afrikaans versions of the study report. (MN)

ED 401 474

5 Health Services

CE

REMUNERATION OF GRADUATES

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VERGOEDING VAN GEGRADUEERDES

CE073013

5 Gesondheidsdienste

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Remuneration of graduates

as at 1 July 1994

Vergoeding van gegradueerdes

soos op 1 Julie 1994

Medical and health science occupations

Mediese en gesondheidsdiensberoepe

Remuneration of graduates

Vergoeding van gegradueerdes

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soos op 1 Julie 1994

Johan Jacobs

Johan Jacobs

Administrative support:-
Helmien Craemer
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Medical and health science occupations

Mediese en gesondheidsdiensberoepe

Human Sciences Research Council **Raad vir Geesteswe tenskaplike Navorsing**

Pretoria
1996

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The remuneration of graduates in the undermentioned occupations is analysed in this report. A list of available reports is given on the back cover.

Die vergoeding van gegradueerdes in die ondergemelde beroepe word in hierdie verslag ontleed. 'n Lys van beskikbare verslae verskyn op die agterblad.

MEDICAL PROFESSIONS
- Medical practitioner
  - General medical practitioner
  - Clinical assistant
  - Intern (medical) / houseman
- Medical specialist
  - Surgeon
  - Dermatologist
  - Gynaecologist
  - Physician
  - Paediatrician
  - Anaesthetist
  - Ophthalmologist
  - Ear,nose & throat specialist
  - Orthopaedist, orthopaedic surgeon
  - Plastic surgeon
  - Psychiatrist
  - Radiologist
  - Urologist
  - Cardiologist
  - Pathologist
- Medical researcher, scientist

DENTAL PROFESSIONS
- Dentist
- Dental specialist
  - Maxilla, facial and oral surgeon
  - Ortho-, perio-, prosthodontist
- Dental therapist.

VETERINARY PROFESSIONS
- Veterinarian

PHARMACEUTICAL PROFESSIONS
- Pharmacist

SUPPLEMENTARY MEDICAL OCCUPATIONS
- Physio, occupational & related therapist
  - Physiotherapist
  - Occupational therapist
  - Speech therapist & audiologist
- Radiographer

NURSING OCCUPATIONS
- Nursing administrator, manager, matron
- Nurse tutor/lecturer
- Nurse

HEALTH SERVICES OCCUPATIONS N.E.C.
- Dietician and related occupations
- Optometrist
- Health inspector
- Director/superintendent: medical
  - Director/superintendent:hospital
  - Medical superintendent

MEDIESE BEROEPE
- Mediese praktisyn/geneesheer
  - Algemene mediese praktisyn
  - Kliniese assistent
  - Intern (medies), hospitaaljaar
- Mediese spesialis
  - Chirurg
  - Dermatoloog
  - Ginekoloog
  - Internis
  - Kinderarts
  - Narkotiseur
  - Oogarts
  - Oor-, neus- en keelspesialis
  - Ortopedis, ortopediese chirurg
  - Plastiese chirurg
  - Psigiater
  - Radioloog
  - Uroloog
  - Kardioloog
  - Patoloog
- Mediese navorser, wetenskaplike

TANDHEELKUNDIGE BEROEPE
- Tandarts
- Tandheelkundige spesialis
  - Kaak-, gesig- en mondchirurg
  - Orto-, perio-, prostodontis
- Tandterapeut

VEEARTSENYBEROEPE
- Veearts

FARMASEUTIESE BEROEPE
- Apteker

AANVULLENDE GENEESKUNDIGE BEROEPE
- Fisio-, arbeids- & verwante terapeut
  - Fisioterapeut
  - Arbeidsterapeut
  - Spraakterapeut en oudioloog
- Radiografis

VERPLEEGKUNDIGE BEROEPE
- Verpleegadministrateur, -bestuurder, matrone
- Verpleegkundige dosent
- Verpleegkundige

GESONDHEIDSDIENSBEROEPE N.E.G.
- Dieetkundige en verwante beroepe
- Oogkundige
- Gesondheidsinspekteur
- Bestuurder, superintendent: medies
  - Bestuurder, superintendent: hospitaal
  - Mediese superintendent

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The information of this and previous surveys has been computerized and further analyses according to qualifications, field of study, population group, gender, years work experience, age, postal codes, employer, industry, fringe benefits etcetera are possible. For instance, it is possible to compile incomes for specific occupations and occupational groups in a specific region or town. A breakdown of the salary and fringe benefits can also be given according to any combination of the above variables. It is also possible to provide the incomes of graduates with specific majors according to the level of their (highest) qualification. Information is available not only for occupations covered in this report but for graduates in all occupations and fields of study.

Users with particular needs can contact the HSRC for additional analyses. . (Tel: (012) 202-2760)

Die inligting van hierdie en vorige opnames is op rekenaardatastelle aangeteken en verdere ontledings volgens kwalifikasie, studierigting, bevolkingsgroep, geslag, jare werkervaring, ouderdom, poskode, werkgewer, bedryf, byvoordele ensovoorts is moontlik. Dit is byvoorbeeld moontlik om inkomstes vir spesifieke beroepe en beroepsfamilies in 'n spesifieke streek or dorp saam te stel. Die samestelling van die salaris en byvoordele kan ook gegee word volgens enige kombinasie van bogenoemde veranderlikes. Dit is ook moontlik om die inkomste van gegradueerdes met spesifieke hoofvakke volgens die vlak van hulle (hoogste) kwalifikasie te verskaf. Benewens die beroepe in hierdie verslag, is inligting ook vir alle ander beroepe wat gegradueerdes beoefen en studierigtings beskikbaar.

Gebruikers wat besondere behoeftes het, kan die RGN vir bykomende ontledings nader. . (Tel: (012) 202-2760)

1. INTRODUCTION

Remuneration is probably one of the most important motivating factors in modern society as it greatly affects the satisfaction of our needs and expectations. It plays an important role in the supply and demand situation of human resources and the utilization of labour in a country. As wage levels are continuously changing, regular surveys are necessary to monitor trends over a period of time.

Since 1971 the HSRC has undertaken regular surveys of the occupational incomes of graduates. This is the twelfth survey in the series and is the first since 1981 to include all graduates simultaneously. The aim of this report is to analyse and reflect the occupational income of graduates in health sciences as at 1 July 1994

The information is widely used by career quidance teachers, councellors and prospective students to determine the profitability of careers. Tertiary education planners use the information to evaluate the financial returns on tertiary education and specific fields of study. Employers and human resource managers find it very useful in compiling income packages. It also provides a basis for salary negotiations in the case of employees and employee organizations. Furthermore legal practitioners and actuaries use the information to establish the potential lifetime earnings of people for third party claim purposes.

1. INLEIDING

Vergoeding van arbeid is seker een van die belangrikste motiverende faktore in die moderne samelewing omdat dit 'n invloed uitoefen op die bevrediging van behoeftes en verwagtinge van die mens. Dit speel 'n belangrike rol in die vraag- en aanbodsituasie van menslike hulpbronne asook die uiteindelike benutting van arbeid in 'n land. Vergoedingstrukture verander voortdurend en gereelde opnames is dus noodsaaklik om tendense te monitor.

Die RGN onderneem sedert 1971 gereelde opnames oor die beroepsinkomste van gegradueerdes. Hierdie is die twaalfde opname in die reeks en is die eerste opname sedert 1981 waarin alle gegradueerdes gelyktydig betrek word. Die doel met hierdie verslag is om die beroepsinkomste van gegradueerdes in gesondheidsdiensberoepe soos op 1 Julie 1994 te ontleed en weer te gee.

Die inligting word dikwels deur loopbaanvoorligters en voornemende studente gebruik om die winsgewendheid van loopbane te bepaal. Tersiêre onderwysbeplanners gebruik die inligting om die finansiële voordeel van tersiêre onderwys en studierigtings te evalueer. Werkgewers en menslike hulpbronbestuurders vind die inligting baie nuttig om inkomstepakette saam te stel. Dit dien ook as basis vir salarisonderhandelings in die geval van werknemers en werknemerorganisasies. Verder gebruik regspraktisyns en aktuarisse die inligting om die potensiële verdienste van persone oor 'n leeftyd te raam vir onder andere derdeparty-eise.

2. SURVEY GROUP AND QUESTIONNAIRE

The most comprehensive source of names and addresses of graduates residing in South Africa is the HSRC Register of Graduates. The Register contains information on approximately 420000 graduates. The information is obtained from universities and individuals. The Register is maintained continuously by updating existing records (using information obtained from graduates as well as universities), removing obsolete records (such as those of deceased persons and emigrants) and adding information on new graduates. Details such as population group, gender, date of birth, preferred language of correspondence, postal address and educational qualifications (level, field of study, institution where obtained and year awarded) are recorded in the Register.

During September 1994 postal questionnaires were sent to 215284 graduates on the Register. In total, 39495 completed questionnaires were returned. This represents a total response rate of 18,3%.

The following information (as at 1 July 1994) not included in the Register was obtained by means of this questionnaire: the respondent's occupation, work status, employer, number of hours and weeks spent on occupational activities, years of work experience, economic sector, post level, professional registration as well as salary and the financial value of fringe benefits.

2. ONDERSOEKGROEP EN VRAELYS

Die omvattendste bron wat name en adresse van gegradueerdes woonagtig in Suid-Afrika bevat, is die RGN se Register van Gegradueerdes. Die Register bevat inligting oor ongeveer 420000 gegradueerdes wat verkry word vanaf universiteite en indiwidue. Die Register word voortdurend in stand gehou deur bestaande rekords op te dateer (d.m.v. inligting wat van gegradueerdes en universiteite ontvang word), verouderde rekords (byvoorbeeld oorledenes en emigrante) te skrap en die gegewens van pasgegradueerdes by te voeg. Besonderhede van gegradueerdes soos bevolkingsgroep, geslag, geboortedatum, korrespondensietaal, posadres en opvoedkundige kwalifikasies behaal (peil, studierigting, instelling waar behaal en jaar toegeken) word op die Register aangeteken.

Gedurende September 1994 is posvraelyste aan 215284 gegradueerdes op die Register gestuur. In totaal is 39495 voltooide vraelyste terug ontvang. Dit verteenwoordig 'n totale deelnamekoers van 18,3%.

Die volgende bykomende inligting (soos op 1 Julie 1994) tot die beskikbare gegewens op die Register is deur middel van die vraelys ingewin: die respondent se beroep, werkstatus, werkgewer, werkure en werkweke aan beroepsaktiwiteite bestee, jare werkervaring, ekonomiese sektor, posvlak, professionele registrasie, asook salaris en die finansiële waarde van byvoordele.

The respondents' anonymity was protected throughout and at no time was a respondent's name linked to a completed questionnaire. The analyses in this report are also presented in such a way that the anonymity of individuals is safeguarded. For example, analyses for categories with less than ten persons are not given.

Die anonimiteit van respondente is deurgaans gehandhaaf deurdat geen naam of adres aan 'n voltooide vraelys gekoppel is nie. Ontledings in hierdie verslag word ook so aangebied dat die anonimiteit van indiwidue beskerm word. Ontledings van kategorieë met minder as tien persone word byvoorbeeld nie verstrek nie.

The Register includes more than 60% of the graduate population of South Africa. The particulars of persons who did not take part in the survey would therefore have to differ dramatically from those of the respondent group to result in the Register being unsuitable for the purpose of this survey.

Die Register sluit na raming meer as 60% van die gegradueerde bevolking van Suid-Afrika in. Die besonderhede van persone wat nie aan die opname deelgeneem het nie, sou dus dramaties van besonderhede van die respondentegroep moes verskil om die Register vir die doel van hierdie opname onbruikbaar te maak.

Although the response rate of 18,3% compares poorly with previous surveys (38% in 1990 and 30% in 1991), it is still relatively good for a postal survey in which data concerning income is gathered.

Alhoewel die deelnamekoers van 18,3% swak met vorige opnames vergelyk (38% in 1990 en 30% in 1991), is dit steeds relatief goed vir 'n posopname wat inkomstedata insamel.

The extent to which the respondent group represents the Register, was checked by comparing the biographic particulars of the respondent group (N=39495) with those of the survey group (N=420000). The comparison showed that the biographic particulars of the two groups differed hardly at all.

In watter mate die respondentegroep die Register verteenwoordig, is nagegaan deur die biografiese besonderhede van die respondentegroep (N=39495) met die biografiese besonderhede van alle gegradueerdes op die Register (N=420000) te vergelyk. Die vergelyking het getoon dat die biografiese gegewens van die twee groepe weinig verskil.

It can therefore be accepted with a reasonable degree of confidence that the findings give a good indication of the occupational income of graduates in South Africa.

Daar kan dus met 'n redelike mate van sekerheid aanvaar word dat die ontledings 'n goeie aanduiding gee van die beroepsinkomste van gegradueerdes in Suid-Afrika.

3. EXPLANATORY REMARKS

The following explanatory remarks are necessary for the interpretation of the analyses:

3.1 Remuneration

Respondents were asked to indicate the financial remuneration (before any tax or other deductions) received from the following sources as a result of the direct pursuit of their occupation:

3.1.1 Salary

- *Basic salary/income:* With regard to employees basic salary refers to the gross salary received before any deductions. In the case of self-employed persons, income includes the net income from the direct pursuit of the occupation prior to taxation.
- *Allowances* received e.g. salary, occupational allowances.
- *Director's fees* obtained as a result of the pursuit of the occupation that was indicated.
- *Overtime or related salaried work done after hours.*
- *Commission* earned.
- Income derived from *consultation.*
- Income derived from *lecturing in a part-time capacity.*
- *Profit sharing, trade or production bonus.*
- *Cash bonus* e.g. 13th cheque, service or holiday bonus.

3. VERDUIDELIKENDE OPMERKINGS

Vir die interpretasie van die ontledings is die volgende verduidelikende opmerkings nodig:

3.1 Vergoeding

Die respondente is versoek om die finansiële vergoeding (voor enige belasting of ander aftrekkings) ontvang as gevolg van die direkte beoefening van hulle beroep uit die volgende bronne te verstrek:

3.1.1 Salaris

- *Basiese salaris/inkomste:* Ten opsigte van werknemers verwys die basiese salaris na die bruto salaris wat ontvang word voor enige aftrekkings. Vir selfgeëmplojeerdes sluit dit die netto inkomste in wat verkry word uit die direkte beoefening van die beroep voor belasting.
- *Toelaes* verkry soos byvoorbeeld salaris-, beroepstoelaes.
- *Direkteursgelde* verkry uit die beoefening van die aangeduide beroep.
- *Oortyd of verbandhoudende na-uurse werk.*
- *Kommissie* verdien.
- Inkomste verdien deur *konsultasie.*
- Inkomste verdien deur *deeltydse onderrig.*
- *Winsdelings-, handels- of produksiebonus.*
- *Kontantbonus* soos byvoorbeeld 13e tjek, diens- of vakansiebonus.

3.1.2 Fringe benefits

The cash value of fringe benefits was taken into consideration in determining the income package. In the questionnaire respondents were asked to indicate according to a list of fringe benefits whether or not they received such benefits and, if they did, what they considered the average annual value of such benefits to be.

The following fringe benefits were identified and included in the *package*:

- *Pension* - refers to the employer's contribution to a pension or endowment fund.
- *Medical* - refers to the employer's contribution to a medical fund.
- *Transport or petrol allowance* - refers to the estimated cash value of a company or subsidised vehicle for private use as well as any transport or petrol allowance.
- *Entertainment allowance.*
- *Housing* - refers to a housing subsidy received from an employer or the cash value of a lower (subsidised) interest rate or housing or lodging at a low rental, low tariff or free. In the latter case respondents were asked to indicate the difference between the normal tariff and the actual amount paid.
- *Other fringe benefits* such as employer's contribution towards clothing, telephone, insurance premiums, study aid, subsidised purchases, cafeteria facilities, etcetera.

3.1.3 Package

Package refers to the total income package. It is the *salary* plus *fringe benefits* from the above sources. To calculate this, the salary and financial value of fringe benefits of only the respondents who answered the question on fringe benefits were taken into account. The number of persons in the salary and package columns may differ because those who did not answer the fringe benefits question or indicated that they received the benefit but did not give a cash value, were not included in calculating the median of the income package.

Some people did not give a breakdown of their income while others provided only a portion of their salary. In calculating the median *salary* these doubtful cases were not taken into account. However, they were included in calculating the median *package* when the value of the total *package* was clearly indicated.

3.2 Percentile value

Salary and income package figures are indicated by means of percentile values. The percentile values 25, 50(Me) and 75 are used in the tables. The percentile value 25, also called the first quartile value, indicates the point where 25% of a specific group of persons received **less** and 75% receive **more** than the income indicated. The fiftieth percentile value, also called the median (Me), indicates the point where 50% of a group receive **less** and 50% receive **more** than the income indicted. For the purpose of analysing income levels, the median value is regarded as a better index than the arithmetic mean as it is less sensitive to extremely high or extremely low income values. Please note that the percentile values above and below the median, in other words the 25 and

3.1.2 Byvoordele

Die geldwaarde van byvoordele is by die bepaling van die inkomstepakket in ag geneem. In die vraelys is respondente versoek om teenoor 'n lys van byvoordele aan te dui of hulle die byvoordeel van hul werkgewer ontvang of nie, en indien wel, wat, na hul mening, die gemiddelde jaarlikse waarde daarvan is.

Die volgende byvoordele is onderskei en ingesluit by die *pakket*:

- *Pensioen* - verwys na die werkgewer se bydrae tot 'n pensioen- of voorsorgfonds.
- *Medies* - verwys na die werkgewer se bydrae tot 'n mediese fonds.
- *Vervoer of petroltoelae* verwys na die geraamde kontantvoordeel van 'n maatskappy of gesubsidieerde voertuig vir private gebruik asook enige vervoer- of petroltoelae.
- *Onthaaltoelae.*
- *Behuising* - verwys na 'n behuisingsubsidie ontvang van 'n werkgewer of die kontantwaarde van 'n laer (gesubsidieerde) rentekoerslening of huisvesting of losies teen 'n laer huur, laer tarief of gratis. Die respondent is gevra om in laasgenoemde geval die verskil tussen die markverwante tarief en dit wat hy werklik betaal, aan te dui.
- *Ander byvoordele*, soos werkgewer se bydrae tot klere, telefoon, versekeringspremies, studiehulp, gesubsidieerde aankope, kafeteriafasiliteite, ensovoorts.

3.1.3 Pakket

Pakket verwys na die totale inkomstepakket. Dit is die *salaris* plus *byvoordele* uit bogenoemde bronne. Om dit te bereken, is slegs die respondente wat die vraag oor byvoordele beantwoord het se salaris en finansiële byvoordele in berekening gebring. Die getal persone in die salaris- en pakketkolomme mag verskil aangesien persone wat die byvoordelevraag nie beantwoord het nie of aangetoon het dat hulle 'n byvoordeel ontvang en dan nie 'n Randwaarde aangedui het nie, buite rekening gelaat is in die berekening van die mediaanpakket.

In sommige gevalle het persone nie 'n verdeling van hulle inkomste aangedui nie of slegs 'n gedeelte van hulle salaris aangedui. In hierdie gevalle is die indiwidue by die berekening van die mediaansalaris buite rekening gelaat. Hierdie persone is egter wel ingesluit by die berekening van die mediaan van die *pakket* indien hulle die totale *pakket* se waarde duidelik aangedui het.

3.2 Persentielwaarde

Salaris- en inkomstepakketsyfers word met behulp van persentielwaardes aangedui. Die persentielwaardes 25, 50(Me) en 75 word in die tabelle gebruik. Die persentielwaarde 25, of ook genoem die eerste kwartielwaarde, dui die punt aan waar 25% van 'n spesifieke groep persone **minder** en 75% van die groep **meer** as die aangeduide inkomste ontvang. Die vyftigste persentielwaarde, ook die mediaan (Me) genoem, dui die punt aan waar 50% van 'n groep **minder** en 50% van die groep **meer** as die aangeduide inkomste ontvang. Vir die doeleindes van ontledings van inkomstes word die mediaanwaarde as 'n beter indeks beskou as die rekenkundige gemiddelde, omdat dit minder gevoelig is vir uiters hoë of lae inkomstewaardes. Daar moet ook

75 percentile values, indicate the range of income values in a specific occupational group.

For example, if the percentile values for a particular occupation are indicated as R100000 (25%), R144000 (Me) and R200000 (75%) per annum, this means **(a)** that 50% of the persons in that occupation earn less and 50% earn more than R144000 per annum, **(b)** that 50% (difference between 25% and 75%) of the persons indicated that they earn between R100000 and R200000 per annum and **(c)** that 25% of the persons (or one out of every 4) earn more than R200000 per annum.

3.3 Occupation

Respondents were requested to indicate the occupation they were practising (or the one to which they devoted most of their time) as at 1 July 1994. A functional description, irrespective of training, qualifications or rank was requested.

The occupational titles indicated by the respondents were used to classify them according to occupational categories. This means that a lecturer or a manager with an engineering qualification was not classified as engineer, but rather as lecturer or manager respectively.

The *Standard Occupational Classification*[1] was used as a base to classify the occupations and to group them into unit and major groups.

3.4 Employer sector

Three main employer categories *viz.* ***public sector, private sector*** and ***self-employed*** were distinguished in the analyses. The respondents were asked to choose the employer where they practised their occupations from the following:

(a) *Employees in the public sector*

The following employer sectors jointly form the public sector:

- Government: people employed by central government or provincial administrations.
- Regional or local authorities (e.g. town or city councils).
- Universities and technikons.
- Other semi-government: i.e. employees of government-controlled or government-aided organisations, e.g. HSRC, CSIR, control boards, SABS.

(b) *Employees in the private sector*

The following employer categories are included in this sector:

- Public corporations (e.g. SABC, ESCOM, ARMSCOR, Rand Water Board).
- Professional practices (e.g. those of auditors, attorneys).

daarop gelet word dat die persentielwaardes weerskante van die mediaan, met ander woorde die 25 en 75 persentielwaardes, die spanwydte van inkomstewaardes in 'n spesifieke beroepsgroep aandui.

Byvoorbeeld, indien die persentielwaardes vir 'n spesifieke beroep aangedui word as R100000 (25%), R144000 (Me) en R200000 (75%) per jaar, beteken dit **(a)** dat 50% van die persone in daardie beroep minder en 50% meer as R144000 per jaar verdien, **(b)** dat 50% (die verskil tussen 25% en 75%) van die persone aangetoon het dat hulle 'n inkomste tussen R100000 en R200000 per jaar ontvang en **(c)** dat 25% van die persone (of een uit elke 4) meer as R200000 per jaar verdien.

3.3 Beroep

Die respondente is versoek om die beroep wat hulle op 1 Julie 1994 beoefen het (of waaraan die meeste tyd bestee is) aan te dui. 'n Funksionele omskrywing van die beroep, ongeag opleiding, kwalifikasies of rang is gevra.

Die beroepsbenaming wat die respondent aangedui het, is gebruik om die respondent in 'n beroepskategorie te klassifiseer. Dit beteken dat 'n lektor of bestuurder met 'n kwalifikasie in ingenieurswese nie by ingenieurs nie, maar wel by lektore of bestuurders gegroepeer is.

Die *Standaardberoepsklassifikasie*[1] is as basis gebruik om die beroepe te klassifiseer en in eenheidsgroepe en hoofgroepe te groepeer.

3.4 Werkgewersektor

In die ontledings word drie hoofwerkgewersektore onderskei naamlik ***openbare sektor, private sektor*** en ***selfgeëmployeerd.*** Die respondente is versoek om die werkgewer waar hulle hul beroepe beoefen uit een van die volgende te kies.

(a) *Werknemers in die openbare sektor*

Die volgende werkgewers vorm gesamentlik die openbare sektor:

- Staat: werknemers van die sentrale owerheid of provinsiale administrasies.
- Streeks- of plaaslike owerhede (bv stads- of dorpsrade).
- Universiteite en technikons.
- Ander semi-staat instellings: d.w.s. werknemers van staatsbeheerde of staatsondersteunde organisasies, byvoorbeeld die RGN, WNNR, beheerrade, SABS.

(b) *Werknemers in die private sektor*

Die volgende werkgewerkategorieë word in hierdie sektor ingesluit:

- Openbare korporasies (byvoorbeeld SAUK, ESKOM, KRYGKOR, Randwaterraad).
- Professionele praktyke (byvoorbeeld dié van ouditeure, prokureurs).

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[1] Central Statistical Services 1986. Pretoria.
Standard Classification of Occupations. Report 09-90-01.

Sentrale Statistiekdiens 1986. Pretoria.
Standaardberoepsklassifikasie. Verslag 09-90-01.

- Business enterprises (e.g. close corporations or companies).
- Non-government organisations without profit motive (e.g. churches, welfare organisations, trade unions).

(c) *Self-employed persons*

This sector refers to persons who work for themselves and includes (1) partners in professional concerns and/or (2) directors of a **personal** private practice, concern or business.

3.5 Geographical distribution

The postal codes of the postal addresses were used to group the respondents according to the nine provinces and larger metropolitan areas. The following areas are distinguished in this report:

- *Johannesburg* includes Halfway House, Lenasia, Randburg, Sandton and Soweto
- *Pretoria* includes Verwoerdburg, Mamelodi, Laudium Atteridgeville, Soshanguve, Wonderboom & Akasia
- *Rest of Gauteng*
- *Mpumalanga*
- *Northern Province*
- *North West*
- *Durban, Pinetown* includes Amanzimtoti & Isipingo
- *Rest of KwaZulu/Natal*
- *Eastern Cape*
- *Cape Town* includes Bellville and Kuils River
- *Rest of the Western Cape*
- *Northern Cape*
- *Free State.*

3.6 Post level

Respondents indicated the post level which they occupied in their occupation. The following levels were identified:

- *learner/intern/articled clerk*
- *junior level*
- *middle level*
- *senior level*
- *top level.*

3.7 Age and years of work experience

When comparing income it is important to take the effect of years of work experience into account. Respondents were asked to indicate the number of years of working experience since entering the labour market, irrespective of employer, occupation or rank (vacation work and military service excluded). The respondents' age was obtained from the Register of graduates.

3.8 Employment status and working hours

People working full time, usually earn substantially more

- Besigheidsondernemings (byvoorbeeld beslote korporasies of maatskappye).
- Nie-staatsinstellings sonder winsmotief (byvoorbeeld kerke, welsynsorganisasies, vakunies).

(c) *Selfgeëmplojeerdes*

Hierdie sektor verwys na persone wat vir hulself werk en sluit in (1) vennote van professionele ondernemings en/of (2) direkteure van 'n **persoonlike** private praktyk, onderneming of besigheid.

3.5 Geografiese verspreiding

Die poskodes van die posadresse is gebruik om die respondente volgens die nege provinsies en groter stedelike sentra in te deel. Die volgende gebiede word in hierdie verslag onderskei:

- *Johannesburg* sluit Halfweghuis, Lenasia, Randburg, Sandton en Soweto in
- *Pretoria* sluit Verwoerdburg, Mamelodi, Laudium Atteridgeville, Soshanguve, Wonderboom & Akasia in.
- *Res van Gauteng*
- *Mpumalanga*
- *Noordelike Provinsie*
- *Noordwes*
- *Durban, Pinetown* sluit Amanzimtoti en Isipingo in
- *Res van KwaZulu/Natal*
- *Oos-Kaap*
- *Kaapstad* sluit Bellville en Kuilsrivier in
- *Res van die Wes-Kaap*
- *Noord-Kaap*
- *Vrystaat.*

3.6 Posvlak

Die respondente het die posvlak wat hulle in die beroep beklee aangetoon. Die volgende posvlakke is onderskei:

- *leerling/intern/ingeskrewe klerk*
- *junior vlak*
- *middel vlak*
- *senior vlak*
- *top vlak.*

3.7 Ouderdom en jare werkervaring

In die vergelyking van inkomstes is die invloed van jare werkervaring 'n belangrike faktor om in berekening te bring. Respondente is versoek om hul jare werkervaring waarvoor vergoeding ontvang is sedert hulle tot die arbeidsmag toegetree het, ongeag werkgewer, beroep of rang (vakansiewerk en diensplig uitgesluit) aan te dui. Respondente se ouderdom is van die Register van gegradueerdes verkry.

3.8 Werkstatus en werkure

Persone wat voltyds werk, verdien normaalweg heelwat

than part time workers. Respondents were therefore asked to indicate whether they practised their occupations on a full time or part time basis. In addition to this, the number of hours people devote to the pursuit of their occupations also have an effect on their income. Respondents were therefore also asked to indicate the number of hours per week (i.e. office hours, overtime and after hours) normally devoted to occupational activities. Since leave also affect time spent on the specific career, respondents were asked to indicate the number of working weeks per annum normally devoted to occupational activities. By using the indicated working hours and working weeks, the working hours of the respondents were adjusted $\left\{\frac{hours \times working\ weeks}{52}\right\}$ to obtain the actual time devoted to the occupation.

Working hours were used to classify people as working full time or part time in the cases where individuals did not indicate their employment status. The tables reflect the income of graduates working full time only. However, Table 5 includes graduates working part-time and gives a breakdown according to working hours.

3.9 Economic sector

Respondents chose the main activity or business of their employer from the following industries:

- Agriculture, forestry and fishing
- Mining and quarrying
- Manufacturing (including processing, printing and publishing)
- Electricity, gas and water supply (including production, purification and distribution)
- Building and construction
- Commerce (wholesale, retail and motor trade, repair, catering and accommodation services)
- Transport, storage and communication
- Financial, insurance, real estate and business services
- Community, welfare and personal services.

4. ANALYSES AND FINDINGS

The most important results of the survey appear in Tables 1 to 9. The tables are mostly self-explanatory and are not discussed in detail.

When comparing the income of the different categories it is important that working experience (and relating age) and the number of hours worked be kept in mind. This information is therefore also shown in the tables. For example, employees in the public sector usually have more working experience than their counterparts in the private sector. Self-employed persons usually have more experience and work longer hours than employees.

Categories with less than ten persons are not shown in the tables to safeguard anonymity and to ensure that the income figures indicated are based on information received from a reasonable number of respondents. The information on these categories was, however, included

meer as deeltydse werkers. Daarom is respondente versoek om aan te dui of hulle die beroep voltyds of deeltyds beoefen. Hierbenewens het die aantal werkure wat persone aan die beoefening van hulle beroep bestee, net so 'n groot invloed op hulle inkomste. Respondente is daarom ook versoek om die aantal ure aan te dui wat normaalweg per week (dit is kantoorure, oortyd en nauurs) aan die beoefening van die betrokke beroep bestee word. Aangesien verlof ook 'n invloed op die tyd wat aan die spesifieke beroep bestee word, uitoefen, is respondente verder versoek om die aantal werkweke per jaar aan te dui wat normaalweg aan die beoefening van die beroep bestee word. Met behulp van die aangeduide werkure en werkweke is beroepsbeoefenaars se werkure aangepas $\left\{\frac{ure \times werkweke}{52}\right\}$ om die werklike tyd te bepaal wat aan die beoefening van die beroep bestee is.

In gevalle waar twyfel oor 'n persoon se werkstatus bestaan het, is die werkure gebruik om 'n persoon as voltyds of deeltyds te klassifiseer. In die tabelle is slegs persone wat voltyds werk ingesluit. Tabel 5 verskaf egter inligting vir voltydse sowel as deeltydse persone volgens ure per week gewerk.

3.9 Ekonomiese sektor

Die respondente het die vernaamste aktiwiteit of besigheid waarby hulle werkgewer betrokke is, uit die volgende bedrywe gekies:

- Landbou, bosbou en visserye
- Mynwese en steengroefwerk
- Fabriekswese (insluitend vervaardiging, verwerking, drukwerk en uitgewery)
- Elektrisiteit, gas en watervoorsiening (insluitend opwekking, produksie, suiwering en verspreiding)
- Bou en konstruksie
- Handel (groot-, klein - en motorhandel, herstelwerk, spyseniering- en akkommodasiedienste)
- Vervoer, opberging en kommunikasie
- Finansiële, versekerings-, vaste-eiendom en besigheidsdienste
- Gemeenskaps-, maatskaplike en persoonlike dienste.

4. ONTLEDINGS EN BEVINDINGE

Die belangrikste resultate van die opname verskyn in tabelle 1 tot 9. Die tabelle is grootliks selfverduidelikend en word dus nie in besonderhede bespreek nie.

Wanneer die inkomste in verskillende kategorieë met mekaar vergelyk word, is dit belangrik om werkervaring (en ouderdom wat hiermee verband hou) en werkure in gedagte te hou. Om hierdie rede word dié inligting ook in die tabelle gegee. In die algemeen beskik werknemers in die openbare sektor byvoorbeeld oor meer werkervaring as hulle eweknieë in die private sektor. Selfgeëmplojeerdes het gewoonlik ook meer werkervaring en werk langer ure as werknemers.

Indien minder as tien persone in 'n kategorie voorkom, word die inligting nie in die tabelle aangetoon nie om die anonimiteit van respondente te beskerm en ook om te verseker dat die aangeduide inkomstesyfers gebaseer is op 'n redelike aantal respondente se inligting. Hierdie

in the calculations of subtotals of the income figures for the different occupational groups.

It will be noticed that all the occupations are not analysed according to all the variables. The main reason for this is that the number of persons in certain categories is too small with the result that meaningful analyses of those groups were not possible.

Table 1 reflects the income of graduates working full time according to employer sector and occupation. Separate tables are also given for men and women.

In addition to employer sector and occupation a further breakdown is given in Tables 2 to 8 according to geographical region, post level, work experience, working hours, economic sector, gender and population group. In these tables subtotals are not given for all the occupations. Occupational headings therefore do not necessarily apply to the occupations which follow.

The field of study and level of qualification referred to in Table 9 are the highest a person has attained. In the case where a person obtained more than one degree on the same level, the most recent qualification was used for the classification.

kategorieë se inligting is wel in aanmerking geneem by die berekening van subtotale van die inkomstesyfers vir die verskillende beroepsgroepe.

Daar sal opgemerk word dat al die beroepe nie volgens al die veranderlikes ontleed word nie. Die rede hiervoor is dat die getal persone in sekere kategorieë te klein is, met die gevolg dat geen sinvolle ontledings vir die groepe moontlik was nie.

Tabel 1 reflekteer die inkomste van gegradueerdes wat voltyds werk volgens werkgewersektor en beroep. Afsonderlike tabelle word ook vir mans en vroue verskaf.

Benewens beroep en werkgewersektor word die inkomste in tabelle 2 tot 8 ontleed volgens geografiese gebied, posvlak, werkervaring, werkure, ekonomiese sektor, geslag en bevolkingsgroep. In hierdie tabelle word die subtotale nie vir al die beroepe gegee nie. Die beroepsopskrifte geld dus nie noodwendig vir die beroepe wat daarna volg soos die geval in tabel 1 is nie.

Die studierigting en kwalifikasievlak waarna in tabel 9 verwys word, is dié van 'n persoon se hoogste kwalifikasie. Sou die persoon meer as een kwalifikasie op dieselfde vlak behaal het, is die persoon se jongste kwalifikasie vir die indeling gebruik.

TABLE 1(a)

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO EMPLOYER SECTOR AND OCCUPATION

TABEL 1(a)

MEDIAANINKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS WERKGEWERSEKTOR EN BEROEP

EMPLOYEES: PUBLIC SECTOR

WERKNEMERS: OPENBARE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N**	25%	Me	75%	N	Me	
14 HEALTH SERVICE OCCUPATIONS	38	14	42	1932	48600	67400	99000	1410	75200	GESONDHEIDSDIENSBEROEPE
141 MEDICAL PROFESSIONS	38	12	55	787	72000	98200	128000	560	106600	MEDIESE BEROEPE
•Medical practitioner	32	8	55	403	70000	85800	105700	282	96300	•Mediese praktisyn/geneesheer
General medical practitioner	32	8	55	381	69000	85800	106900	264	96300	Algemene mediese praktisyn
Clinical assistant	32	7	65	22	81000	84900	90500	18	95800	Kliniese assistent
•Intern (medical) / houseman	25	1	67	28	27900	38500	41300	24	40000	•Intern (medies), hospitaaljaar
•Medical specialist	43	19	55	271	111400	128900	146700	189	149400	•Mediese spesialis
Surgeon	45	20	63	27	116000	128500	146000	15	160000	Chirurg
Gynaecologist	43	19	59	23	113000	126000	140600	17	162800	Ginekoloog
Physician	44	20	58	30	115300	131800	147200	24	150700	Internis
Paediatrician	42	16	55	48	120000	129200	140200	32	143200	Kinderarts
Anaesthetist	44	18	55	43	91600	127900	146000	29	139900	Narkotiseur
Ophthalmologist	42	18		10	83200	125100	155200	10	145500	Oogarts
Psychiatrist	47	19	53	17	128400	138800	149800			Psigiater
Radiologist	52	28	52	14	107000	114800	131300			Radioloog
Pathologist	43	18	54	24	127500	149300	160600	18	182700	Patoloog
•Medical occupations n.e.c.	40	16	39	85	56200	69900	96600	65	82900	•Mediese beroepe n.e.g.
Medical researcher, scientist	40	17	40	78	56300	69900	99200	59	82900	Mediese navorser, wetenskaplike
142 DENTAL PROFESSIONS	38	14	44	90	65500	99000	113000	68	109400	TANDHEELKUNDIGE BEROEPE
•Dentist	39	15	44	65	84000	101500	111200	50	111100	•Tandarts
•Dental specialist	42	18	53	10	130000	137100	150000			•Tandheelkundige spesialis
•Dental occupations n.e.c.	30	8	38	15	34800	39200	47400	11	39200	•Tandheelkundige beroepe n.e.g.
Dental therapist	28	7	37	12	35600	38800	45100	10	38900	Tandterapeut
•Veterinarian	37	12	44	60	80100	95000	107700	47	120000	•Veearts
•Pharmacist	43	19	38	168	60000	65000	76700	133	74300	•Apteker
145 SUPPLEMENTARY MEDICAL OCCUPATIONS	28	6	38	256	32500	42100	51500	184	43800	AANVULLENDE GENEESKUNDIGE BEROEPE
•Physio,occupational &related therapist	28	5	38	232	32200	41600	51200	169	43700	•Fisio-,arbeids- & verwante terapeut
Physiotherapist	26	4	38	64	31900	38500	48700	52	42100	Fisioterapeut
Occupational therapist	28	5	38	99	31300	39700	48800	71	42200	Arbeidsterapeut
Speech therapist & audiologist	29	8	36	69	36000	47700	55100	46	49500	Spraakterapeut en oudioloog
•Radiographer	33	13	38	24	39900	47200	57000	15	48700	•Radiografis
146 NURSING OCCUPATIONS	42	20	37	489	44400	52400	62400	358	60400	VERPLEEGKUNDIGE BEROEPE
•Nursing administrator/manager/matron	50	26	40	70	56700	65400	78200	50	73500	•Verpleegadministrateur/bestuurder/matrone
•Nurse tutor/lecturer	43	21	39	108	49400	55400	66400	78	62500	•Verpleegkundige dosent
•Nurse	40	18	37	311	40900	48300	56900	230	53500	•Verpleegkundige
•Dietician and related occupations	27	4	40	62	31600	39700	54900	46	47300	•Dieetkundige en verwante beroepe
•Health inspector	46	22	40	10	67100	72000	82300			•Gesondheidsinspekteur
•Director/superintendent: medical	38	14	53	55	89200	102600	114700	43	115000	•Bestuurder,superintendent:medies
Director/superintendent:hospital	52	27	52	13	105200	114000	126000			Bestuurder,superintend. :hospitaal
Medical superintendent	36	12	54	42	84000	92900	114000	34	110500	Mediese superintendent
OCCUPATION	A	E	H	N**	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

** N : Number of persons in category on which median income is based
N : Getal persone in kategorie waarop mediaaninkomste gebaseer is

* n.e.c. : not elsewhere classified n.e.g. : nie elders geklassifiseer

(Continued)

(Vervolg)

TABLE 1(a) (CONTINUED)

TABEL 1(a) (VERVOLG)

EMPLOYEES: PRIVATE SECTOR

WERKNEMERS: PRIVATE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N	25%	Me	75%	N	Me	
14 HEALTH SERVICE OCCUPATIONS	32	9	42	725	49200	66800	97200	624	72100	GESONDHEIDSDIENSBEROEPE
141 MEDICAL PROFESSIONS	39	14	48	126	92400	144900	195900	104	186000	MEDIESE BEROEPE
•Medical practitioner	39	14	51	86	101500	146900	195000	69	193800	•Mediese praktisyn/geneesheer
•Medical specialist	46	20	49	21	180000	225800	300000	18	248900	•Mediese spesialis
•Medical occupations n.e.c.	29	4	42	19	38000	59400	78000	17	65200	•Mediese beroepe n.e.g.
Medical researcher, scientist	30	6	42	14	39400	64800	78000	12	73400	Mediese navorser, wetenskaplike
142 DENTAL PROFESSIONS	32	7	40	25	48000	85000	128100	21	140700	TANDHEELKUNDIGE BEROEPE
•Dentist	33	8	40	21	65000	112300	134700	18	155500	•Tandarts
143 VETERINARY PROFESSIONS	32	8	49	35	57000	78000	132000	29	92500	VEEARTSENYBEROEPE
•Veterinarian	32	8	49	35	57000	78000	132000	29	92500	•Veearts
144 PHARMACEUTICAL PROFESSIONS	31	9	44	266	58500	72000	89000	234	79500	FARMASEUTIESE BEROEPE
•Pharmacist	32	9	44	261	60000	72000	90000	230	79800	•Apteker
145 SUPPLEMENTARY MEDICAL OCCUPATIONS	26	4	40	75	40000	50000	60500	68	52900	AANVULLENDE GENEESKUNDIGE BEROEPE
•Physio,occupational &related therapist	26	4	40	67	40000	49700	60500	60	51300	•Fisio-,arbeids- & verwante terapeut
Physiotherapist	26	4	41	51	41500	50000	61800	46	55700	Fisioterapeut
Occupational therapist	27	4	37	12	36200	46400	56300	11	49200	Arbeidsterapeut
146 NURSING OCCUPATIONS	34	12	39	170	41200	52000	62600	143	56900	VERPLEEGKUNDIGE BEROEPE
•Nursing administrator/manager/matron	43	20	44	20	72300	87000	101700	17	103800	•Verpleegadministrateur/-bestuurder/matrone
•Nurse tutor/lecturer	40	18	40	18	48700	57700	73000	17	67200	•Verpleegkundige dosent
•Nurse	31	10	39	132	39800	48400	58000	109	54000	•Verpleegkundige
149 HEALTH SERVICES OCCUPATIONS N.E.C.	26	3	42	28	43500	51200	76400	25	70000	GESONDHEIDSDIENSBEROEPE N.E.G.
•Dietician and related occupations	29	7	42	18	42000	50000	74100	16	65300	•Dieetkundige en verwante beroepe
•Director/superintendent: medical	46	21	42	13	130000	168700	200000	13	219400	•Bestuurder,superintendent: medies
OCCUPATION	A	E	H	N	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

(Continued)

(Vervolg)

TABLE 1(a) (CONTINUED)

TABEL 1(a) (VERVOLG)

SELF-EMPLOYED

SELFGEEMPLOJEERD

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N	25%	Me	75%	N	Me	
14 HEALTH SERVICE OCCUPATIONS	43	18	52	2101	90000	140000	206100	2072	140000	GESONDHEIDSDIENSBEROEPE
141 MEDICAL PROFESSIONS	45	19	55	1202	120000	170000	250000	1187	172000	MEDIESE BEROEPE
•Medical practitioner	44	18	54	764	100000	144000	200000	758	144000	•Mediese praktisyn/geneesheer
•Medical specialist	47	21	55	435	164500	240000	344000	426	240000	•Mediese spesialis
Surgeon	52	26	60	38	156000	200000	250000	38	210000	Chirurg
Dermatologist	44	17	49	17	133500	200000	265700	16	200000	Dermatoloog
Gynaecologist	47	21	57	59	160000	250000	360000	59	254700	Ginekoloog
Physician	47	22	55	36	145000	200000	282000	36	200000	Internis
Paediatrician	46	21	62	35	126000	180000	280000	35	180000	Kinderarts
Anaesthetist	46	21	53	82	197000	250000	320000	81	250000	Narkotiseur
Ophthalmologist	48	20	49	18	150000	231000	300000	16	231000	Oogarts
Ear,nose & throat specialist	46	18	56	18	140000	182500	340000	18	182500	Oor-, neus- en keelspesialis
Orthopaedist, orthopaedic surgeon	48	22	58	35	200000	277500	450000	34	289200	Ortopedis, ortopediese chirurg
Plastic surgeon	42	14	53	11	120100	240000	370000	10	240000	Plastiese chirurg
Psychiatrist	42	19	59	17	150000	200000	420000	16	200000	Psigiater
Radiologist	45	22	48	13	250000	317300	600000	13	317300	Radioloog
Urologist	52	24	55	18	150000	230000	360000	17	240000	Uroloog
Cardiologist	43	18	56	13	210000	255000	600000	13	255000	Kardioloog
Pathologist	50	25	50	11	360000	420000	650000	10	421700	Patoloog
142 DENTAL PROFESSIONS	42	17	42	332	84000	120000	180000	330	120000	TANDHEELKUNDIGE BEROEPE
•Dentist	42	17	42	308	82700	119900	160000	306	120000	•Tandarts
•Dental specialist	45	21	45	24	200000	377500	500000	24	377500	•Tandheelkundige spesialis
Maxilla, facial and oral surgeon	46	22	46	12	210300	395000	509000	12	395000	Kaak-, gesig- en mondchirurg
Ortho-, perio-, prosthodontist	44	19	39	12	200000	310300	500000	12	310300	Orto-,perio-,prostodontis
143 VETERINARY PROFESSIONS	39	14	55	140	72000	109000	144000	138	110000	VEEARTSENYBEROEPE
•Veterinarian	39	14	55	139	72000	108000	144000	137	110000	•Veearts
144 PHARMACEUTICAL PROFESSIONS	45	21	53	267	70000	100000	150000	261	111000	FARMASEUTIESE BEROEPE
•Pharmacist	45	21	53	267	70000	100000	150000	261	111000	•Apteker
145 SUPPLEMENTARY MEDICAL OCCUPATIONS	31	9	41	118	41000	60000	99800	114	62000	AANVULLENDE GENEESKUNDIGE BEROEPE
•Physio,occupational &related therapist	31	9	41	116	40800	60000	94500	112	60500	•Fisio-,arbeids- & verwante terapeut
Physiotherapist	31	8	41	72	51100	72000	115000	70	75300	Fisioterapeut
Occupational therapist	30	8	40	22	36000	46300	60000	21	46300	Arbeidsterapeut
Speech therapist & audiologist	32	10	41	22	33000	48000	78000	21	49500	Spraakterapeut en oudioloog
149 HEALTH SERVICES OCCUPATIONS N.E.C.	33	9	43	34	48000	83000	145000	35	83000	GESONDHEIDSDIENSBEROEPE N.E.G.
•Dietician and related occupations	34	11	40	10	27700	51500	96000	10	51500	•Dieetkundige en verwante beroepe
•Optometrist	32	7	43	21	70000	106400	150000	22	106400	•Oogkundige
OCCUPATION	A	E	H	N	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

TABLE 1(b)

MEDIAN INCOME OF GRADUATE MEN WORKING FULL TIME ACCORDING TO EMPLOYER SECTOR AND OCCUPATION

TABEL 1(b)

MEDIAANINKOMSTE VAN GEGRADUEERDE MANS WAT VOLTYDS WERK VOLGENS WERKGEWERSEKTOR EN BEROEP

MALE EMPLOYEES: PUBLIC SECTOR

MANLIKE WERKNEMERS: OPENBARE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N**	25%	Me	75%	N**	Me	
14 HEALTH SERVICE OCCUPATIONS	40	15	52	759	73000	98400	127900	555	112900	GESONDHEIDSDIENSBEROEPE
141 MEDICAL PROFESSIONS	39	14	55	519	81000	106900	135400	371	121700	MEDIESE BEROEPE
•Medical practitioner	33	9	57	253	74000	90100	111500	182	102600	•Mediese praktisyn/geneesheer
General medical practitioner	33	9	55	235	71000	90100	113700	168	103100	Algemene mediese praktisyn
Clinical assistant	32	8	65	18	80000	85500	91000	14	97300	Kliniese assistent
•Intern (medical) / houseman	25	1	67	16	37500	40400	42700	13	43200	•Intern (medies), hospitaaljaar
•Medical specialist	44	19	55	218	114900	130300	149500	151	159900	•Mediese spesialis
Surgeon	45	20	64	26	116000	128300	146000	15	160000	Chirurg
Gynaecologist	45	20	59	19	122400	128900	148000	14	165600	Ginekoloog
Physician	44	19	59	23	117000	135000	149500	18	170800	Internis
Paediatrician	43	17	55	36	120700	132800	145700	22	157200	Kinderarts
Anaesthetist	45	20	55	32	96700	128000	149000	21	137900	Narkotiseur
Psychiatrist	48	20	53	14	128500	139400	159100			Psigiater
Pathologist	44	19	53	20	127500	151000	161200	16	182700	Patoloog
•Medical occupations n.e.c.	41	17	42	32	61600	82800	105200	25	97600	•Mediese beroepe n.e.g.
Medical researcher, scientist	41	17	43	29	69200	84000	106400	23	97600	Mediese navorser, wetenskaplike
•Dentist	40	16	46	51	82900	105000	116000	38	123200	•Tandarts
•Veterinarian	38	13	44	52	84500	95200	108600	40	126300	•Veearts
•Pharmacist	52	26	38	76	62600	68800	78400	61	83800	•Apteker
146 NURSING OCCUPATIONS	38	19	37	19	40000	52800	64000	14	69100	VERPLEEGKUNDIGE BEROEPE
•Nurse	36	11	37	11	36700	44300	52800			•Verpleegkundige
•Director/superintendent: medical	38	14	54	35	90100	106900	126400	30	120700	•Bestuurder,superintendent: medies
Medical superintendent	37	11	54	27	89200	91700	126400	24	118900	Mediese superintendent

MALE EMPLOYEES: PRIVATE SECTOR

MANLIKE WERKNEMERS: PRIVATE SEKTOR

14 HEALTH SERVICE OCCUPATIONS	40	15	47	226	71800	106100	164500	194	128800	GESONDHEIDSDIENSBEROEPE
141 MEDICAL PROFESSIONS	42	16	51	90	115200	162800	212000	74	213300	MEDIESE BEROEPE
•Medical practitioner	41	15	52	65	124000	162000	197000	52	209800	•Mediese praktisyn/geneesheer
•Medical specialist	49	24	50	18	185900	244400	322000	15	260100	•Mediese spesialis
•Dentist	43	19	39	14	66000	124200	140000	11	192200	•Tandarts
•Veterinarian	35	10	48	22	63000	89100	140800	19	134000	•Veearts
•Pharmacist	42	16	46	87	66800	78000	114000	78	98800	•Apteker
•Director/superintendent: medical	46	21	42	13	130000	168700	200000	13	219400	•Bestuurder,superintendent: medies
OCCUPATION	A	E	H	N**	25%	Me	75%	N**	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

** N : Number of persons in category on which median income is based
N : Getal persone in kategorie waarop mediaaninkomste gebaseer is

* n.e.c. : not elsewhere classified n.e.g. : nie elders geklassifiseer

(Continued) (Vervolg)

TABLE 1(b) (CONTINUED)

SELF-EMPLOYED MEN

TABEL 1(b) (VERVOLG)

SELFGEËMPLOJEERDE MANS

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N	25%	Me	75%	N	Me	
14 HEALTH SERVICE OCCUPATIONS	45	19	53	1736	100000	150000	230000	1717	150000	GESONDHEIDSDIENSBEROEPE
141 MEDICAL PROFESSIONS	45	20	55	1061	120000	180000	250000	1049	180000	MEDIESE BEROEPE
•Medical practitioner	45	18	55	661	102000	150000	200000	658	150000	•Mediese praktisyn/geneesheer
•Medical specialist	47	22	55	398	170000	240000	340000	389	240000	•Mediese spesialis
Surgeon	52	26	60	37	160000	200000	250000	37	220000	Chirurg
Dermatologist	44	17	50	14	133500	178700	270000	13	178700	Dermatoloog
Gynaecologist	48	22	57	51	163000	254400	360000	51	263000	Ginekoloog
Physician	47	23	57	33	155000	217000	300000	33	217000	Internis
Paediatrician	47	21	63	31	144000	200000	280000	31	200000	Kinderarts
Anaesthetist	47	21	53	72	198500	254500	320000	71	254500	Narkotiseur
Ophthalmologist	48	20	49	18	150000	231000	300000	16	231000	Oogarts
Ear,nose & throat specialist	46	18	56	18	140000	182500	340000	18	182500	Oor-, neus- en keelspesialis
Orthopaedist, orthopaedic surgeon	48	22	55	33	200000	277500	450000	32	289200	Ortopedis, ortopediese chirurg
Plastic surgeon	42	14	53	11	120100	240000	370000	10	240000	Plastiese chirurg
Psychiatrist	42	19	60	15	120000	180000	440000	14	180000	Psigiater
Radiologist	45	22	49	12	234000	308700	610000	12	308700	Radioloog
Urologist	52	24	55	18	150000	230000	360000	17	240000	Uroloog
Cardiologist	43	18	61	12	205000	321000	600000	12	321000	Kardioloog
Pathologist	50	25	52	10	360000	425000	650000			Patoloog
142 DENTAL PROFESSIONS	43	17	42	309	84000	120000	180000	307	120000	TANDHEELKUNDIGE BEROEPE
•Dentist	42	17	42	286	80000	118500	160000	284	120000	•Tandarts
•Dental specialist	45	21	45	23	200000	365000	500000	23	365000	•Tandheelkundige spesialis
Maxilla, facial and oral surgeon	46	22	46	12	210300	395000	509000	12	395000	Kaak-, gesig- en mondchirurg
Ortho-, perio-, prosthodontist	45	19	38	11	200000	310000	500000	11	310000	Orto-,perio-,prostodontis
•Veterinarian	40	15	55	118	84000	111000	146000	116	119000	•Veearts
•Pharmacist	46	22	54	220	73000	118300	168000	216	120000	•Apteker
•Optometrist	34	7	43	17	82000	120000	160000	18	120000	•Oogkundige
OCCUPATION	A	E	H	N	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

TABLE 1(c)

MEDIAN INCOME OF GRADUATE WOMEN WORKING FULL TIME ACCORDING TO EMPLOYER SECTOR AND OCCUPATION

TABEL 1(c)

MEDIAANINKOMSTE VAN GEGRADUEERDE VROUE WAT VOLTYDS WERK VOLGENS WERKGEWERSEKTOR EN BEROEP

FEMALE EMPLOYEES: PUBLIC SECTOR

VROULIKE WERKNEMERS: OPENBARE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N**	25%	Me	75%	N**	Me	
14 HEALTH SERVICE OCCUPATIONS	36	13	38	1149	42900	54700	71400	839	60700	GESONDHEIDSDIENSBEROEPE
141 MEDICAL PROFESSIONS	34	10	52	260	65000	83000	105300	183	85400	MEDIESE BEROEPE
•Medical practitioner	31	7	52	146	67700	84000	96600	96	84900	•Mediese praktisyn/geneesheer
•Intern (medical)	25	1	67	11	26000	27400	39000	10	27800	•Intern - medies (hospitaaljaar)
•Medical specialist	41	16	54	51	107400	126000	139400	37	135400	•Mediese spesialis
Paediatrician	39	15	55	12	108300	127600	131900	10	131300	Kinderarts
Anaesthetist	40	15	57	10	103000	133200	141400			Narkotiseur
•Medical occupations n.e.c.*	40	16	39	52	53300	63600	79500	40	78800	•Mediese beroepe n.e.g.*
Medical researcher, scientist	40	17	39	48	53300	63600	81300	36	78800	Mediese navorser, wetenskaplike
142 DENTAL PROFESSIONS	34	10	38	22	48500	84500	103100	18	85100	TANDHEELKUNDIGE BEROEPE
•Dentist	34	10	37	14	84000	99500	103100	12	106100	•Tandarts
•Pharmacist	38	14	38	92	58100	63000	72100	72	70000	•Apteker
145 SUPPLEMENTARY MEDICAL OCCUPATIONS	28	6	38	242	32300	42000	51100	174	43700	AANVULLENDE GENEESKUNDIGE BEROEPE
•Physio,occupational &related therapist	28	5	38	221	32200	41400	51100	161	43500	•Fisio-,arbeids- & verwante terapeut
Physiotherapist	26	4	38	60	31500	38500	48700	49	42200	Fisioterapeut
Occupational therapist	28	5	38	95	31300	39700	48800	68	42000	Arbeidsterapeut
Speech therapist & audiologist	29	8	35	66	35900	47200	55000	44	49000	Spraakterapeut en oudioloog
•Radiographer	32	13	40	21	39900	46300	50400	13	46400	•Radiografis
146 NURSING OCCUPATIONS	42	20	37	462	44500	52400	62200	340	59900	VERPLEEGKUNDIGE BEROEPE
•Nursing administrator,manager,matron	50	26	39	63	56000	65400	76100	45	72900	•Verpleegadministrateur, verpleegdiensbestuurder, matrone
•Nurse tutor/lecturer	44	21	39	103	48900	55300	67300	75	61200	•Verpleegkundige dosent
•Nurse	40	18	37	296	41200	48300	57000	220	53400	•Verpleegkundige
•Dietician and related occupations	27	5	40	59	31600	39600	54900	44	47300	•Dieetkundige en verwante beroepe
•Director/superintendent: medical	36	13	52	19	80000	102600	109900	12	105700	•Bestuurder,superintendent: medies
Medical superintendent	35	12	52	14	80000	96500	103100			Mediese superintendent
OCCUPATION	A	E	H	N**	25%	Me	75%	N**	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

** N : Number of persons in category on which median income is based
N : Getal persone in kategorie waarop mediaaninkomste gebaseer is

* n.e.c. : not elsewhere classified n.e.g. : nie elders geklassifiseer

(Continued)

(Vervolg)

TABLE 1(c) (CONTINUED)

TABEL 1(c) (VERVOLG)

FEMALE EMPLOYEES: PRIVATE SECTOR

VROULIKE WERKNEMERS: PRIVATE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N	25%	Me	75%	N	Me	
14 HEALTH SERVICE OCCUPATIONS	30	8	41	489	45100	59000	75000	422	63300	GESONDHHEIDSDIENSBEROEPE
141 MEDICAL PROFESSIONS	29	5	43	35	57400	72000	117200	29	92400	MEDIESE BEROEPE
•Medical practitioner	30	5	43	20	60000	81400	118600	16	94200	•Mediese praktisyn/geneesheer
•Medical occupations n.e.c.	27	4	42	12	34900	48500	74800	10	54500	•Mediese beroepe n.e.g.
142 DENTAL PROFESSIONS	27	3	42	10	38500	62500	90000			TANDHEELKUNDIGE BEROEPE
•Veterinarian	30	4	49	12	59900	73000	98500			•Veearts
•Pharmacist	30	8	43	171	55900	70800	83500	150	74900	•Apteker
145 SUPPLEMENTARY MEDICAL OCCUPATIONS	26	4	40	71	39600	49700	60500	64	52200	AANVULLENDE GENEESKUNDIGE BEROEPE
•Physio,occupational &related therapist	26	4	40	63	39600	48400	60500	56	50500	•Fisio-,arbeids- & verwante terapeut
Physiotherapist	26	4	41	47	40400	49700	61800	42	53500	Fisioterapeut
Occupational therapist	27	4	37	12	36200	46400	56300	11	49200	Arbeidsterapeut
146 NURSING OCCUPATIONS	34	12	39	163	41200	52000	62600	137	56800	VERPLEEGKUNDIGE BEROEPE
•Nursing administrator/manager/matron	43	22	43	19	72000	91000	102000	16	105200	•Verpleegadministrateur,-bestuurder, matrone
•Nurse tutor/lecturer	40	18	40	18	48700	57700	73000	17	67200	•Verpleegkundige dosent
•Nurse	31	10	39	126	39900	48400	58000	104	53500	•Verpleegkundige
149 HEALTH SERVICES OCCUPATIONS N.E.C.	26	4	42	23	42000	50900	74100	21	69000	GESONDHEIDSDIENSBEROEPE N.E.G.
•Dietician and related occupations	27	5	42	17	42000	49100	61600	15	61600	•Dieetkundige en verwante beroepe
OCCUPATION	A	E	H	N	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

SELF-EMPLOYED WOMEN

SELFGEËMPLOJEERDE VROUE

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N	25%	Me	75%	N	Me	
14 HEALTH SERVICE OCCUPATIONS	35	11	44	330	50000	86000	135000	321	90000	GESONDHEIDSDIENSBEROEPE
141 MEDICAL PROFESSIONS	39	15	46	120	80000	122000	208000	118	124300	MEDIESE BEROEPE
•Medical practitioner	39	13	46	90	70000	112000	156000	88	112000	•Mediese praktisyn/geneesheer
•Medical specialist	39	16	50	29	150000	265700	360000	29	280000	•Mediese spesialis
•Dentist	35	10	44	18	97000	122200	160000	18	134200	•Tandarts
•Veterinarian	35	10	46	18	4 000	72000	113000	17	78000	•Veearts
•Pharmacist	40	18	50	43	52000	80000	104000	42	84000	•Apteker
•Physio,occupational &related therapist	31	9	40	109	40600	60000	92000	105	60000	•Fisio-,arbeids- & verwante terapeut
Physiotherapist	31	9	40	66	50000	70400	106900	64	75300	Fisioterapeut
Occupational therapist	30	8	40	22	36000	46300	60000	21	46300	Arbeidsterapeut
Speech therapist & audiologist	31	9	42	21	33000	46000	78000	20	47800	Spraakterapeut en oudioloog
149 HEALTH SERVICES OCCUPATIONS N.E.C.	33	10	41	14	30000	48000	77000	14	48000	GESONDHEIDSDIENSBEROEPE N.E.G.
OCCUPATION	A	E	H	N	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

TABLE 2

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO OCCUPATION, REGION AND EMPLOYER SECTOR

TABEL 2

MEDIAAN INKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS BEROEP, GEOGRAFIESE GEBIED EN WERKGEWERSEKTOR

GEOGRAPHICAL REGION**	PUBLIC SECTOR					PRIVATE SECTOR					SELF-EMPLOYED					GEOGRAFIESE GEBIED**
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
•Medical practitioner																•Mediese praktisyn/geneesheer
Johannesburg	6	56	80200	35	92600	10	14	137400	14	195400	15	81	120000	79	120000	Johannesburg
Pretoria	7	76	85800	57	98000						16	52	120000	52	127500	Pretoria
Rest:Gauteng	9	22	90300	15	105200	19	17	162500	12	227500	18	88	145000	88	145000	Res:Gauteng
Mpumalanga											18	41	144000	41	144000	Oos-Transvaal
Northern Prov.											19	20	180000	21	180000	Noord-Prov.
North West	14	17	87000	12	87700						17	42	133700	39	140000	Noordwes
Durban,Pinetown	11	33	98100	24	108200						20	79	121000	78	123500	Durban,Pinetown
R:KwaZulu/Natal	10	20	84900	14	95100						16	65	150000	65	150000	R:KwaZulu/Natal
Eastern Cape	10	29	84200	22	87400						20	78	170000	77	177500	Oos-Kaap
Cape Town	8	85	87000	60	89200	9	12	117400	12	128100	16	77	120000	77	130000	Kaapstad
R:Western Cape	12	15	84500								17	65	144000	65	144000	Res:Wes-Kaap
Northern Cape											16	20	180500	20	180600	Noord Kaap
Free State	7	35	86000	26	99300	14	12	140400			15	51	150000	51	150000	Vrystaat
•Medical specialist																•Mediese spesialis
Johannesburg	15	50	122500	34	134500						21	75	220000	73	220000	Johannesburg
Pretoria	20	40	139000	29	189800						20	64	280300	63	284000	Pretoria
Rest:Gauteng	19	12	109900	10	120800						23	38	250000	37	250000	Res:Gauteng
North West											20	11	328000	10	328000	Noordwes
Durban,Pinetown	20	25	135400	18	156900						23	45	220000	45	220000	Durban,Pinetown
R:KwaZulu/Natal											17	24	229000	24	229400	R:KwaZulu/Natal
Eastern Cape											26	31	250000	30	250000	Oos-Kaap
Cape Town	18	89	128500	59	145600						22	78	231700	75	233400	Kaapstad
R:Western Cape											18	18	219000	18	222600	Res:Wes-Kaap
Free State	15	26	130800	19	159900						22	32	250000	32	250000	Vrystaat
•Dentist																•Tandarts
Johannesburg											20	36	103200	35	106500	Johannesburg
Pretoria	18	14	104100	10	126000						13	31	132000	31	132000	Pretoria
Rest:Gauteng											16	39	120000	38	120000	Res:Gauteng
Mpumalanga											13	14	130000	14	130000	Oos-Transvaal
North West											15	15	89500	15	113600	Noordwes
Durban,Pinetown											22	17	120000	17	122300	Durban,Pinetown
R:KwaZulu/Natal											14	21	133500	21	150000	R:KwaZulu/Natal
Eastern Cape											18	19	103000	19	103000	Oos-Kaap
Cape Town	9	13	95200	11	101600						17	51	120000	51	120000	Kaapstad
R:Western Cape											17	37	100000	37	100000	Res:Wes-Kaap
Free State											18	17	90000	17	90000	Vrystaat

GEOGRAPHICAL REGION	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	GEOGRAFIESE GEBIED
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		OPENBARE SEKTOR					PRIVATE SEKTOR					SELFGEËMPLOJEERD				

** See Page 5 for complete list of regions
•• Median years work experience
(Continued)

** Kyk bladsy 5 vir volledige lys van gebiede
•• Mediaan jare werkervaring
(Vervolg)

TABLE 2 (CONTINUED) TABEL 2 (VERVOLG)

GEOGRAPHICAL REGION	PUBLIC SECTOR					PRIVATE SECTOR					SELF-EMPLOYED					GEOGRAFIESE GEBIED
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
•Veterinarian																•Veearts
Johannesburg											13	12	134500	12	137500	Johannesburg
Pretoria	20	25	96800	20	125300						12	12	139500	12	152000	Pretoria
Rest:Gauteng											16	15	95000	13	100000	Res:Gauteng
Mpumalanga											10	10	99000	10	99000	Oos-Transvaal
North West											13	12	122500	12	126400	Noordwes
Durban,Pinetown											17	10	100000			Durban,Pinetown
R:KwaZulu/Natal											16	14	112000	14	116000	R:KwaZulu/Natal
Eastern Cape											14	20	92100	20	92700	Oos-Kaap
Cape Town											20	10	110000	10	114300	Kaapstad
R:Western Cape											22	12	110800	12	113300	Res:Wes-Kaap
Free State											19	10	111700	11	111700	Vrystaat
•Pharmacist																•Apteker
Johannesburg	17	13	62400	10	70300	8	47	77200	42	82300	22	20	93000	20	98000	Johannesburg
Pretoria	16	18	68000	15	79500	9	33	73600	32	79500	19	24	80000	23	80800	Pretoria
Rest:Gauteng	14	13	61100	10	63000	10	60	78000	51	83700	22	39	100000	38	121000	Res:Gauteng
Mpumalanga						11	10	69500			17	23	130000	21	130000	Oos-Transvaal
Northern Prov.											20	10	100000	10	127900	Noord-Prov.
North West						13	17	72400	15	72400	22	18	120000	18	120000	Noordwes
Durban,Pinetown	20	21	67600	19	83900	10	19	71800	15	75100	21	15	120000	15	120000	Durban,Pinetown
R:KwaZulu/Natal	29	14	71900	11	81300						20	23	101600	23	123400	R:KwaZulu/Natal
Eastern Cape	24	14	69200	11	77500	10	17	77300	16	100000	21	23	106000	21	107200	Oos-Kaap
Cape Town	19	36	63400	26	72900	7	22	58800	20	62700	24	22	70000	23	72000	Kaapstad
R:Western Cape						12	13	67200	10	67200	22	17	84000	17	108000	Res:Wes-Kaap
Northern Cape											22	13	150000	12	150000	Noord Kaap
Free State						14	12	74800	10	97300	21	19	120000	19	128000	Vrystaat
•Physio,occupational & related therapist																•Fisio-,arbeids- & verwante terapeut
Johannesburg	10	24	46200	16	48800	3	13	61800	13	62600	10	21	61300	18	74500	Johannesburg
Pretoria	8	39	48600	31	51400	4	10	52400			8	24	69100	24	69200	Pretoria
Rest:Gauteng	4	29	40300	22	40300	3	13	49800	12	58500	10	12	60500	12	63500	Res:Gauteng
Durban,Pinetown	4	22	38700	15	43500											Durban,Pinetown
Cape Town	5	49	38500	36	46600	4	15	45000	13	47600	8	12	51000	12	52900	Kaapstad
R:Western Cape	4	10	40100								9	13	40000	13	40000	Res:Wes-Kaap
Free State	3	21	38400	16	41300											Vrystaat
•Nurse																•Verpleegkundige
Johannesburg	15	27	50800	20	60500	13	12	62300								Johannesburg
Pretoria	16	28	48100	19	52500	10	28	52500	23	57200						Pretoria
Rest:Gauteng	19	28	56100	21	64700	11	21	52000	20	52100						Res:Gauteng
Mpumalanga	18	25	47400	19	52900											Oos-Transvaal
Northern Prov.	19	25	47100	21	51000											Noord-Prov.
North West	12	18	46600	14	50500											Noordwes
Durban,Pinetown	20	18	47600	11	48200											Durban,Pinetown
R:KwaZulu/Natal	19	20	47400	14	52100											R:KwaZulu/Natal
Eastern Cape	18	39	48000	28	52000											Oos-Kaap
Cape Town	14	34	43900	26	43900	10	17	45600	11	53700						Kaapstad
R:Western Cape	18	15	50600	11	63000	11	11	45000	10	47800						Res:Wes-Kaap
Free State	19	25	51600	18	57800											Vrystaat

GEOGRAPHICAL REGION	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	GEOGRAFIESE GEBIED
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		OPENBARE SEKTOR					PRIVATE SEKTOR					SELFGEËMPLOJEERD				

** Median years work experience

** Mediaan jare werkervaring

TABLE 3

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO OCCUPATION, POST LEVEL AND EMPLOYER SECTOR

TABEL 3

MEDIAAN INKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS BEROEP, POSVLAK EN WERKGEWERSEKTOR

POST LEVEL	PUBLIC SECTOR					PRIVATE SECTOR					SELF-EMPLOYED					POS-VLAK
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
•Medical practitioner																•Mediese praktisyn/geneesheer
Junior	2	85	67700	61	72200											Junior
Middle	5	137	80500	96	87800	5	20	122500	16	155300	9	61	135000	59	140000	Middel
Senior	14	131	103000	89	109500	16	31	159700	26	219500	20	170	140000	169	140000	Senior
Top	25	38	114400	27	152100	20	22	190000	17	204800	18	370	150400	370	153900	Top
•Medical specialist																•Mediese spesialis
Junior	8	17	85000	12	90300											Junior
Middle	10	38	106100	24	122100											Middel
Senior	19	137	128000	94	142300	20	12	244400	11	251800	20	88	221000	86	231800	Senior
Top	25	73	149500	55	194400						22	266	250000	260	251000	Top
Medical researcher, scientist																Mediese navorser, wetenskaplike
Middle	10	21	60400	19	70900											Middel
Senior	22	39	75300	26	88300											Senior
Top	20	11	105700													Top
•Dentist																•Tandarts
Middle	6	14	89300								5	10	96000	10	96000	Middel
Senior	22	36	105700	30	117800						18	32	113200	32	113200	Senior
Top											17	159	120000	157	120000	Top
•Veterinarian																•Veearts
Middle	10	27	94100	20	117800											Middel
Senior	18	19	95700	13	120000	13	13	130000	12	144000	16	14	120000	14	120000	Senior
Top											17	90	110000	90	113000	Top
•Pharmacist																•Apteker
Junior	6	28	58100	22	61300	2	24	48000	23	49200						Junior
Middle	17	64	62900	49	70100	6	80	71400	71	77000						Middel
Senior	22	55	74000	43	83900	13	108	73600	99	81600	20	28	84000	28	89600	Senior
Top	26	15	80200	14	96400	21	39	90000	29	119200	21	197	116600	192	120000	Top
•Physio,occupational & related therapist																•Fisio-,arbeids- & verwante terapeut
Junior	2	70	31100	54	35900	2	16	44800	16	49600						Junior
Middle	5	65	42200	48	43400	6	34	50900	31	54400	2	13	60000	11	60000	Middel
Senior	9	77	48500	54	51100						10	22	60000	21	66000	Senior
Top	15	13	54600								9	45	68200	45	68200	Top
146 NURSING OCCUPATIONS																VERPLEEGKUNDIGE BEROEPE
Junior	10	74	37800	59	46100	6	32	39800	27	44500						Junior
Middle	19	201	52200	141	58600	10	64	49800	52	56700						Middel
Senior	22	167	54600	124	63300	16	54	55800	46	60400						Senior
Top	30	29	80700	21	99000	20	15	72000	13	81900						Top

POST LEVEL / RIENCE	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	POS-VLAK
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		OPENBARE SEKTOR					PRIVATE SEKTOR					SELFGEEMPLOJEERD				

** Median years work experience

** Mediaan jare werkervaring

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TABLE 4

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO OCCUPATION, WORK EXPERIENCE AND EMPLOYER SECTOR

TABEL 4

MEDIAAN INKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS BEROEP, WERKERVARING EN WERKGEWERSEKTOR

YEARS WORK EXPERIENCE	PUBLIC SECTOR					PRIVATE SECTOR					SELF-EMPLOYED					JARE WERKERVARING
	••	SALARY		PACKAGE		••	SALARY		PACKAGE		••	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
•Medical practitioner																•Mediese praktisyn/geneesheer
< 3	58	77	66600	55	70900						49	16	82500	15	85000	< 3
3 - 7	59	121	78500	88	84900	46	27	104000	24	119000	57	108	120000	106	127300	3 - 7
8 - 12	54	81	92500	59	104400	42	13	116000			55	133	140000	133	140000	8 - 12
13 - 17	42	39	90100	23	106200	40	26	131500	20	184100	55	132	160000	132	160000	13 - 17
18 - 22	52	36	105000	28	119700	55	15	150000	13	200000	54	155	150000	153	150000	18 - 22
23+	42	114	96000	72	101100	44	24	162800	17	204800	50	238	131800	239	138000	23+
•Medical specialist																•Mediese spesialis
3 - 7	57	22	87300	13	96900						52	14	222500	14	222500	3 - 7
8 - 12	56	47	105200	34	118500						60	47	230000	46	233100	8 - 12
13 - 17	55	55	130500	40	142000						58	82	240000	81	240000	13 - 17
18 - 22	54	56	136000	39	161400						57	97	300000	92	302000	18 - 22
23+	54	105	136000	72	160300						53	199	230000	197	233000	23+
•Dentist																•Tandarts
3 - 7	43	18	82500	14	90800	43	10	60000			46	54	100200	53	106000	3 - 7
8 - 12											44	49	120000	49	120000	8 - 12
13 - 17	44	12	108800								42	61	120000	61	120000	13 - 17
18 - 22											42	44	114000	44	114000	18 - 22
23+	42	25	105700	20	114100						39	96	110000	95	110000	23+
•Veterinarian																•Veearts
3 - 7	44	14	78500	11	112100	51	10	68500			55	28	100000	27	102000	3 - 7
8 - 12	40	15	95000	12	109400						56	28	93000	28	96000	8 - 12
13 - 17											52	19	120000	19	120000	13 - 17
18 - 22											55	22	120000	20	128000	18 - 22
23+	44	17	108700	15	136200						49	39	110000	40	110000	23+
•Pharmacist																•Apteker
< 3						43	27	51300	26	58700						< 3
3 - 7	38	31	60500	22	64100	43	102	66100	83	72000	58	26	60600	26	67200	3 - 7
8 - 12	37	25	64500	20	72000	38	64	60900	54	67400	57	35	116000	34	120000	8 - 12
13 - 17	37	20	67000	17	75600	35	39	50000	33	65000	54	32	88000	32	92800	13 - 17
18 - 22	38	34	66500	28	81800	42	52	70500	41	76600	53	78	102800	76	111900	18 - 22
23+	38	68	65000	53	76600	38	64	73700	53	87400	52	104	108000	101	116000	23+
•Physio,occupational & related therapist																•Fisio-,arbeids- & verwante terapeut
< 3	38	71	30400	59	34000	42	23	43500	23	48000	47	12	61100	11	68500	< 3
3 - 7	38	74	38900	54	42600	38	40	47300	33	50600	35	52	46300	50	48000	3 - 7
8 - 12	37	49	48000	32	50400	25	19	38400	13	38400	31	58	46500	57	46500	8 - 12
13 - 17	36	26	55800	20	55800						23	36	35500	35	36000	13 - 17
18 - 22	37	11	58600								27	16	38000	16	41000	18 - 22
23+	37	14	56600								24	22	38800	22	38800	23+

YEARS WORK EXPERIENCE	••	N	RAND	N	RAND	••	N	RAND	N	RAND	••	N	RAND	N	RAND	JARE WERKERVARING
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		OPENBARE SEKTOR					PRIVATE SEKTOR					SELFGEEMPLOJEERD				

•• Median hours worked per week (Continued)

•• Mediaan ure per week gewerk (Vervolg)

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TABLE 4 (CONTINUED) TABEL 4 (VERVOLG)

YEARS WORK EXPE-RIENCE	PUBLIC SECTOR					PRIVATE SECTOR					SELF-EMPLOYED					JARE WERK-ERVARING
	••	SALARY		PACKAGE		••	SALARY		PACKAGE		••	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
146 NURSING OCCUPATIONS																VERPLEEGKUNDIGE BEROEPE
3 - 7	37	53	35100	41	37200	38	52	37600	41	39500						3 - 7
8 - 12	37	62	41000	41	45700	37	54	44200	43	51700						8 - 12
13 - 17	37	89	50100	58	58700	37	45	50500	40	57300						13 - 17
18 - 22	37	108	53100	86	60100	39	29	55800	27	56800						18 - 22
23+	37	184	60100	138	70800	40	27	61000	20	61000						23+
•Dietician and related occupations																•Dieetkundige en verwante beroepe
< 3	40	22	31600	17	33800											< 3
3 - 7	37	19	38200	14	41000											3 - 7
8 - 12	37	12	47800								16	10	37500	10	40800	8 - 12

YEARS WORK EXPE-RIENCE		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	JARE WERK-ERVARING
	••	SALARIS		PAKKET		••	SALARIS		PAKKET		••	SALARIS		PAKKET		
		OPENBARE SEKTOR					PRIVATE SEKTOR					SELFGEËMPLOJEERD				

•• Median hours worked per week •• Mediaan ure per week gewerk

TABLE 5

MEDIAN INCOME OF GRADUATES ACCORDING TO OCCUPATION, WORKING HOURS AND EMPLOYER SECTOR

TABEL 5

MEDIAAN INKOMSTE VAN GEGRADUEERDES VOLGENS BEROEP, WERKURE EN WERKGEWERSEKTOR

WORKING HOURS	PUBLIC SECTOR				PRIVATE SECTOR				SELF-EMPLOYED				WERK-URE
	SALARY		PACKAGE		SALARY		PACKAGE		SALARY		PACKAGE		
	N	RAND	N	RAND	N	RAND	N	RAND	N	RAND	N	RAND	
•Medical practitioner													•Mediese praktisyn/geneesheer
1 - 14	21	18000	13	18000	11	25000			10	28200	10	28200	1 - 14
15 - 29	50	50700	35	54300	15	51200	13	51200	25	65000	26	69400	15 - 29
30 - 44	70	87400	49	98200	29	124000	26	127300	150	120000	149	120000	30 - 44
45+	327	85200	228	95900	57	150800	44	203400	604	150000	599	150000	45+
•Medical specialist													•Mediese spesialis
15 - 29	13	61000	10	61000					15	106100	15	106100	15 - 29
30 - 44	18	113600	12	117400					63	200000	61	200000	30 - 44
45+	247	129900	172	154100	14	232900	11	246000	364	250000	357	250000	45+
•Dentist													•Tandarts
15 - 29									15	52000	15	52000	15 - 29
30 - 44	34	101300	28	109400	14	124200	12	187000	178	118500	176	119500	30 - 44
45+	31	101500	22	129300					118	120000	118	120000	45+
•Pharmacist													•Apteker
1 - 14					27	12000	17	18000					1 - 14
15 - 29	15	39400	10	40400	69	37800	54	40000					15 - 29
30 - 44	136	65200	107	73800	125	71800	113	81300	31	92000	28	92000	30 - 44
45+	27	65000	22	76000	125	74000	106	79500	230	102800	227	116000	45+
•Physio, occupational & related therapist													•Fisio-, arbeids- & verwante terapeut
1 - 14					14	14800			40	15900	39	16000	1 - 14
15 - 29	38	38000	29	38100	17	29600	14	29600	55	33600	54	34300	15 - 29
30 - 44	161	41000	117	43500	52	49900	46	53900	56	60000	55	60000	30 - 44
45+	38	43000	29	44400	13	47500	11	50000	44	69100	42	74500	45+
•Nurse													•Verpleegkundige
1 - 14					13	11000	10	12000					1 - 14
15 - 29	16	24200	12	28700	35	28000	27	31000					15 - 29
30 - 44	276	48100	203	52600	109	48500	90	53500					30 - 44
45+	26	58600	22	67600	19	59000	16	60600					45+

WORKING HOURS	N	RAND	N	RAND	N	RAND	N	RAND	N	RAND	N	RAND	WERK-URE
	SALARIS		PAKKET		SALARIS		PAKKET		SALARIS		PAKKET		
	OPENBARE SEKTOR				PRIVATE SEKTOR				SELFGEËMPLOJEERD				

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TABLE 6

MEDIAN INCOME OF FULL TIME EMPLOYEES AND SELF-EMPLOYED PERSONS ACCORDING TO OCCUPATION AND ECONOMIC SECTOR

TABEL 6

MEDIAAN INKOMSTE VAN VOLTYDSE WERKNEMERS EN SELFGEËMPLOJEERDE PERSONE VOLGENS BEROEP EN EKONOMIESE SEKTOR

ECONOMIC SECTOR**	EMPLOYEES					SELF-EMPLOYED PERSONS					TOTAL					EKONOMIESE SEKTOR**
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
•Medical practitioner																•Mediese praktisyn/geneesheer
Mining	15	23	146800	17	219100						15	23	146800	17	219100	Mynbou
Community serv.	8	453	88300	322	98400	18	758	144000	752	144600	14	1211	118400	1074	125300	Gemeenskapsdie
•Veterinarian																•Veearts
Agriculture	12	64	94700	54	119300	14	59	101600	58	101700	13	123	95000	112	112800	Landbou
Community serv.	8	30	79800	21	92500	14	73	110000	73	112000	12	103	102000	94	110000	Gemeenskapsdie
•Pharmacist																•Apteker
Manufacturing	9	42	87300	38	113100						10	45	91000	40	113100	Fabriekswese
Commerce	13	96	70000	83	71000	22	161	108000	157	116000	20	257	84300	240	95500	Handel
Community serv.	14	273	67200	225	75200	18	100	93000	99	97500	15	373	70600	324	80600	Gemeenskapsdie

ECONOMIC SECTOR	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	EKONOMIESE SEKTOR
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		WERKNEMERS					SELFGEËMPLOJEERDE PERSONE					TOTAAL				

** See Page 6 for complete list of economic sectors
** Median years work experience

** Kyk bladsy 6 vir volledige lys van ekonomiese sektore
** Mediaan jare werkervaring

TABLE 7

COMPARISON OF THE INCOME OF MEN AND WOMEN WORKING FULL TIME ACCORDING TO OCCUPATION AND WORK EXPERIENCE

EMPLOYEES: PUBLIC SECTOR

TABEL 7

VERGELYKING VAN DIE INKOMSTE VAN MANS EN VROUE WAT VOLTYDS WERK VOLGENS BEROEP EN WERKERVARING

WERKNEMERS: OPENBARE SEKTOR

YEARS WORK EXPERIENCE	MALE					FEMALE					TOTAL					JARE WERKERVARING
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
•Medical practitioner																•Mediese praktisyn/geneesheer
0 - 5	63	90	67800	65	77200	55	64	68700	48	73500	60	154	68300	113	75500	0 - 5
6 - 10	59	58	90100	42	103500	52	30	88400	20	97000	55	88	89300	62	101000	6 - 10
11 - 20	55	45	114000	35	133100	42	23	90100	12	103700	54	68	106000	47	125000	11 - 20
21 +	52	60	111100	40	129800	42	29	96300	16	97600	51	91	105700	58	121600	21 +
•Medical specialist																•Mediese spesialis
11 - 20	55	91	135300	66	158400	56	25	127000	18	135500	55	116	130300	84	147500	11 - 20
21 +	55	88	137600	59	172000	53	14	128900	11	142100	55	103	136400	70	168300	21 +
•Pharmacist																•Apteker
11 - 20	40	21	70400	18	92000	37	27	64500	22	73600	38	48	68000	40	78500	11 - 20
21 +	38	44	70400	35	83800	38	27	63000	22	70500	38	71	67700	57	80400	21 +

YEARS WORK EXPERIENCE	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	JARE WERKERVARING
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		MANLIK					VROULIK					TOTAAL				

** Median hours worked per week

** Mediaan ure per week gewerk

HSRC RGN

TABLE 7 (CONTINUED)

TABEL 7 (VERVOLG)

EMPLOYEES: PRIVATE SECTOR

WERKNEMERS: PRIVATE SEKTOR

YEARS WORK EXPE-RIENCE	MALE					FEMALE					TOTAL					JARE WERK-ERVARING
	••	SALARY		PACKAGE		••	SALARY		PACKAGE		••	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
•Medical practitioner																•Mediese praktisyn/geneesheer
0 - 5	48	14	126700	11	156400	43	11	72800	11	91700	47	25	104000	22	118100	0 - 5
•Pharmacist																•Apteker
0 - 5	46	28	69800	25	75400	43	56	61400	51	62400	44	84	62400	76	65400	0 - 5
6 - 10	50	11	80100	10	83600	46	52	76300	45	81300	46	63	77000	55	81300	6 - 10
11 - 20	47	11	86700	10	110900	42	41	72000	34	79900	44	52	75700	44	81200	11 - 20
21 +	44	37	100800	33	117100	42	22	78000	20	86500	43	60	88700	53	107800	21 +
YEARS WORK EXPE-RIENCE	••	N	RAND	N	RAND	••	N	RAND	N	RAND	••	N	RAND	N	RAND	JARE WERK-ERVARING
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		MANLIK					VROULIK					TOTAAL				

SELF-EMPLOYED

SELFGEËMPLOJEERD

YEARS WORK EXPE-RIENCE	MALE					FEMALE					TOTAL					JARE WERK-ERVARING
	••	SALARY		PACKAGE		••	SALARY		PACKAGE		••	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
•Medical practitioner																•Mediese praktisyn/geneesheer
0 - 5	57	71	120000	70	125400	50	13	85000	13	85000	56	84	120000	83	120000	0 - 5
6 - 10	55	93	150000	92	150000	51	25	139400	24	141500	55	118	150000	116	150000	6 - 10
11 - 20	55	242	153700	242	155700	43	32	115400	32	115400	55	274	150000	274	150000	11 - 20
21 +	52	255	144000	254	144600	46	20	116000	19	116000	52	276	144000	274	144000	21 +
•Medical specialist																•Mediese spesialis
11 - 20	58	148	245000	144	245000	53	16	257900	16	265000	58	164	250000	160	250000	11 - 20
•Pharmacist																•Apteker
11 - 20	53	61	110000	60	120000	49	19	84000	19	84000	53	80	100000	79	112000	11 - 20
21 +	53	121	120000	118	120000	51	10	89000	10	91300	53	134	118300	130	120000	21 +
YEARS WORK EXPE-RIENCE	••	N	RAND	N	RAND	••	N	RAND	N	RAND	••	N	RAND	N	RAND	JARE WERK-ERVARING
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		MANLIK					VROULIK					TOTAAL				

•• Median hours worked per week

•• Mediaan ure per week gewerk

TABLE 8

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO OCCUPATION, WORK EXPERIENCE, POPULATION GROUP AND EMPLOYER SECTOR

TABEL 8

MEDIAANINKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS BEROEP, WERKERVARING, BEVOLKINGSGROEP EN WERKGEWERSEKTOR

	0 - 5 years / jare					6 - 10 years / jare					11 - 20 years / jare					20 + years / jare					TOTAL / TOTAAL				
	••	S		P		••	S		P		••	S		P		••	S		P		••	S		P	
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND
•Medical practitioner / •Mediese praktisyn/geneesheer																									
Public Sector / Openbare Sektor																									
Asian / Asiër	60	13	65000	11	65000																52	30	84400	25	99000
White / Blank	59	138	68700	100	76500	56	84	88400	59	100900	55	56	106500	37	124300	51	82	105700	51	120400	55	360	85800	247	95700
Self-employed / Selfgeëmplojeerd																									
Asian / Asiër	50	23	110000	23	110000	57	19	96000	19	99600	53	66	120000	65	120000	48	59	108000	59	108500	50	167	120000	166	120000
Black / Swart																					52	22	136400	23	144000
Colour / Kleur																					48	22	165000	22	165000
White / Blank	62	54	122000	52	127300	55	89	150000	87	150000	55	194	160000	195	160000	53	203	144000	201	145000	55	540	150000	535	150000
•Medical specialist / •Mediese spesialis																									
Public Sector / Openbare Sektor																									
Asian / Asiër																									
White / Blank	57	11	69300			58	30	104100	17	121400	56	12	133000			55	97	138600	67	168400	52	23	122700	15	139900
											55	101	129900	76	147500						55	239	128900	169	150700
Self-employed / Selfgeëmplojeerd																									
Asian / Asiër											57	19	200000	19	200000						55	35	160000	35	160000
White / Blank						62	31	250000	29	250000	58	143	260000	139	280000	54	205	250000	202	250000	55	383	250000	374	250000

•• Median hours worked per week S: Salary P: Package

•• Mediaan ure per week gewerk S: Salaris P: Pakket

(Continued) (Vervolg)

	0 - 5 years / jare					6 - 10 years / jare					11 - 20 years / jare					20 + years / jare					TOTAL / TOTAAL				
	••	S		P		••	S		P		••	S		P		••	S		P		••	S		P	
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND
•Dentist / •Tandarts																									
Self-employed / Selfgeëmplojeerd																									
Asian / Asiër	45	29	90000	29	97300	46	44	133500	44	133500	42	10	111000	10	112200	39	100	114600	99	115200	42	25	100000	24	100000
White / Blank											43	103	120000	103	120000						42	276	120000	275	120000
•Pharmacist / •Apteker																									
Public Sector / Openbare Sektor																									
Asian / Asiër	38	16	57600	11	61100	41	19	65000	13	69900	38	40	67000	34	76600	38	71	67700	57	80400	38	15	64500	13	72800
White / Blank																					38	146	65000	115	74300
Private Sector / Privaatsektor																									
Asian / Asiër	41	11	64000	10	80600	46	56	77600	49	83700	44	50	75700	42	81200	43	57	90000	52	106100	42	21	72000	18	78200
White / Blank	45	66	62400	59	65000																44	229	72400	202	79900
Self-employed / Selfgeëmplojeerd																									
Asian / Asiër	54	14	72300	14	85500	58	26	97300	25	106100	53	68	100000	67	112000	53	125	120000	122	120000	53	24	90000	24	108000
White / Blank																					53	233	101600	228	112000

•• Median hours worked per week (Continued) S: Salary P: Package

•• Mediaan ure per week gewerk (Vervolg) S: Salaris P: Pakket

HSRC RGN

TABLE 8 (CONTINUED)

TABEL 8 (VERVOLG)

	0 - 5 years / jare					6 - 10 years / jare					11 - 20 years / jare					20 + years / jare					TOTAL / TOTAAL				
	••	S		P		••	S		P		••	S		P		••	S		P		••	S		P	
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND
146 NURSING OCCUPATIONS																									
VERPLEEGKUNDIGE BEROEPE																									
Public Sector																									
Openbare Sektor																									
Asian / Asiër																					37	13	53000		
Black / Swart						37	16	41000	10	43100	37	70	48600	46	54600	37	72	54600	52	61500	37	166	50200	113	56500
Colour / Kleur																37	18	54600	12	62000	37	27	53000	20	62000
White / Blank	37	24	34600	21	38000	37	35	37100	25	41600	39	91	53800	67	59900	41	125	63700	100	76400	39	275	54400	213	62100
Private Sector																									
Privaatsektor																									
Black / Swart											37	11	48700								37	18	48100	13	48100
White / Blank	38	26	38900	20	41300	38	39	47600	34	51900	41	52	58400	49	63300	41	28	62700	22	62700	39	145	52700	125	57300
•Nurse																									
•Verpleegkundige																									
Public Sector																									
Openbare Sektor																									
Black / Swart						37	11	41200			37	46	48200	30	54900	37	42	50500	34	55700	37	106	48000	76	53000
Colour / Kleur																37	11	49200			37	16	48600		
White / Blank	37	24	34600	21	38000	37	32	37500	23	42900	39	62	49000	48	59300	37	59	56900	47	65900	37	177	48500	139	56600
Private Sector																									
Privaatsektor																									
Black / Swart																					37	10	43200		
White / Blank	37	25	38600	19	40400	38	38	46300	33	51700	39	39	55800	36	61700	40	14	53000	11	55800	39	116	49000	99	54700

•• Median hours worked per week S: Salary P: Package

•• Mediaan ure per week gewerk S: Salaris P: Pakket

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO FIELD AND LEVEL OF STUDY AND EMPLOYER SECTOR

MEDIAAN INKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS STUDIERIGTING, KWALIFIKASIEVLAK EN WERKGEWERSEKTOR

FIELD OF STUDY	PUBLIC SECTOR					PRIVATE SECTOR					SELF-EMPLOYED					STUDIE-RIGTING
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
MEDICAL SCIENCE																**MEDIES**
B-degree	7	587	81000	415	86400	7	100	104000	79	115200	18	771	151900	764	155200	B-graad
Post grad.dipl.	27	81	117300	62	137600	20	20	196000	19	231100	23	81	144000	80	144000	Nagraadse dip
Hons-degree	14	47	60000	38	64900	9	13	65300	12	74300	13	13	97000	12	98500	Hons-graad
M-degree	17	185	124900	135	143800	12	25	164500	20	191900	20	295	220000	289	222400	M-graad
D-degree	25	66	138200	47	161000						25	15	240000	15	240000	D-graad
DENTISTRY																**TANDHEELKUNDE**
B-degree	9	51	99000	40	107300	7	19	90000	15	140700	15	260	114500	258	115000	B-graad
M-degree	20	21	128500	18	136800						20	40	230000	40	230000	M-graad
NURSING																**VERPLEEGKUNDE**
B-degree	20	361	50800	265	57700	12	135	50500	114	56500						B-graad
Hons-degree	19	75	55000	62	64800	14	38	59700	31	67200						Hons-graad
M-degree	20	27	70500	18	77900											M-graad
OTHER HEALTH																**ANDER GESONDHEID**
B-degree	4	147	40000	110	42900	4	72	48200	63	51000	8	83	60000	81	68500	B-graad
Post grad.dipl.	10	39	50500	26	56300	5	13	55800	12	63100	14	10	104000	10	105700	Nagraadse dip
Hons-degree	9	30	60600	20	72100	10	10	73400								Hons-graad
M-degree	18	22	88600	13	88800											M-graad
PHARMACY																**APTEKERSWESE**
B-degree	19	156	65000	127	74300	10	284	75000	255	83200	21	257	101600	253	112800	B-graad
M-degree	14	11	73000	10	89900	14	11	91500								M-graad
VETERINARY SCIENCE																**VEEARTSENY**
B-degree	11	44	94700	38	115000	8	31	78000	25	96100	13	113	108000	110	110000	B-graad
Hons-degree	11	15	97100	11	105200						20	12	152500	12	166400	Hons-graad
M-degree	24	16	121900	10	135600											M-graad

FIELD OF STUDY	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	STUDIE-RIGTING
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		OPENBARE SEKTOR					PRIVATE SEKTOR					SELFGEËMPLOJEERD				

** Median years work experience

** Mediaan jare werkervaring

The following reports on the remuneration of graduates in 1994 are available:

1 *Main report*. Includes all occupations, with a breakdown of occupations according to the different variables. Field and level of study also included.
2 Short report. Same as *Main Report* but without breakdown of occupations.

Occupational group reports, with a breakdown of occupations according to the different variables. Field and level of study also included.

3 Engineers, architects, quantity surveyors, town and regional planners and land surveyors
4 Natural science, computer and agricultural occupations
5 Medical and health science occupations
6 Education occupations
7 Human resources, financial, economic and sales occupations
8 Legal, religious, social sciences and other humanities
9 Managerial, administrative and clerical occupations. Managers, according to managerial level

Die volgende verslae oor die vergoeding van gegradueerdes in 1994 is beskikbaar:

1 *Hoofverslag*. Sluit alle groepe in. Besonderhede word ook volgens die verskillende veranderlikes verskaf. Studierigting en vlak van kwalifikasie word ook ingesluit.
2 *Kort verslag*. Sluit alle beroepe in, maar gee nie besonderhede vir al die veranderlikes nie. Studierigting en vlak van kwalifikasie word wel ingesluit.

Beroepsgroepverslae. Besonderhede word ook volgens die verskillende veranderlikes verskaf. Studierigting en vlak van kwalifikasie word wel ingesluit.

3 Ingenieurs, argitekte, bouekonomiste, stads- en streeksbeplanners en landmeters
4 Natuurwetenskaplike, rekenaar- en landbougerigte beroepe
5 Mediese en gesondheidsberoepe
6 Onderwysberoepe
7 Menslike hulpbronne, finansiële, ekonomiese en verkoopsberoepe
8 Regs-, godsdiens-, sosiale en ander geesteswetenskaplike beroepe
9 Bestuurs-, administratiewe en klerklike beroepe. Bestuursberoepe word volgens bestuursvlak ontleed.

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